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ABSTRACT

Despite the recent emphasis on teaching the basic skills at the high school level, educators must not forget that vocational education, and apprenticeship training in particular, remains as important as ever to the economic development of the Nation. To meet the mandate for linkages and collaboration that appears in the Carl D. Perkins Vocational Education Act of 1984, the Department of Education (DOE) has taken the following steps: (1) formulation of an interagency agreement with the Department of Labor to coordinate apprenticeship training and vocational education activities; (2) development of collaborative linkages with the Department of Defense to ensure that the U.S. civilian labor force has the skills needed by defense-related industries; (3) provision of funds for a project, entitled the Precision Metalworking Skills Project, to enhance the skills and qualifications of persons entering skilled trades in the area of precision metalworking and to encourage students to consider a career in that field (in which a trade shortage of 238,000 workers over the next five years is projected); (4) establishment of awards to identify outstanding vocational education programs; and (5) organization of the Business-Higher Education Forum to encourage cooperation and collaboration among representives of the business and academic communities in the United States. (MN)

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KEYNOTE ADDRESS
HONORING APPRENTICES AT THE TOOL AND DIE INSTITUTE'S
30TH ANNUAL COMPLETION CEREMONIES

PRESENTED TO

THE TOOL AND DIE INSTITUTE

BY

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ASSISTANT SECRETARY

VOCATIONAL AND ADULT EDUCATION

U.S. DEPARTMENT OF EDUCATION

ARLINGTON HEIGHTS, ILLINOIS

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I AM DELIGHTED TO HAVE BEEN INVITED HERE TODAY TO BE A PART OF THE COMPLETION CEREMONIES CELEBRATING A MILESTONE IN THE CAREERS OF THE GRADUATES HERE WITH US. WHEN WE IN GOVERNMENT SPEAK OF WORKING PARTNERSHIPS WITH INDUSTRY, THIS IS A PERFECT EXAMPLE OF WHAT WE HAVE IN MIND -- WORKING TOGETHER TOWARD A GOAL WHICH WILL ULTIMATELY BENEFIT US ALL.

AS ALL OF YOU KNOW, I AM SURE, PRESIDENT REAGAN HAS RECENTLY ANNOUNCED A MASSIVE REFORM OF THE INCOME TAX STRUCTURE. I QUOTE FROM HIS MESSAGE:

> "THE UNITED STATES TAX CODE IS SO MAMMOTH, SO INCREDIBLY COMPLEX, THAT EVEN EXPERTS CAN'T AGREE ON WHAT IT SAYS. WE'VE SEEN THE DAMAGE AN UNFAIR TAX SYSTEM CAN DO TO OUR ECONOMY, OUR POCKETBOOKS, OUR FAITH IN AMERICAN JUSTICE, AND TO OUR CONFIDENCE IN GOVERNMENT INSTITUTIONS."
>
> "WE ANNOUNCED OUR PROPOSAL FOR AN HISTORIC CHANGE IN THE TAX LAWS TO REMOVE THE DARK CLOUD OF UNFAIRNESS FROM OUR TAX SYSTEM. WE'RE GOING TO OVERHAUL THE WHOLE TAX CODE AND COME OUT WITH A NEWER, SLEEKER MODEL THAT WILL NOT ONLY BE FAIRER AND SIMPLER, BUT WILL SIGNIFICANTLY REDUCE TAXES FOR THE MAJORITY OF ALL AMERICANS"

I URGE ALL OF YOU TO LOOK AT THIS PROPOSAL FOR TAX REFORM! AND SUPPORT IT IF YOU CAN.

NOW, I WOULD LIKE TO TAKE A FEW MINUTES TO ADDRESS THOSE WE ARE HONORING TODAY. GRADUATES, LET ME CONGRATULATE YOU. THIS IS A BIG DAY FOR ALL OF YOU. IT MEANS YOU HAVE COME A LONG WAY IN REACHING YOUR CAREER GOALS. I KNOW IT HAS NOT ALWAYS BEEN EASY -- FOR YOU, YOUR FAMILIES, OR YOUR

FRIENDS. I KNOW THERE HAVE BEEN MANY SACRIFICES ALONG THE WAY. BUT THE SKILLS AND KNOWLEDGE YOU HAVE ACQUIRED MAKE IT WORTHWHILE --ESPECIALLY AS WE SEE A GREATER AND GREATER DEMAND FOR SKILLED WORKERS. MANY OCCUPATIONS ARE REPRESENTED HERE - TOOL AND DIE MAKERS, MOLD MAKERS, AND PRECISION MACHINISTS. HAVING SKILLS AND RELATED KNOWLEDGE MAKES IT POSSIBLE FOR YOU TO ASSESS YOUR CAREER GOALS, LOOK AT WHERE YOU ARE, AND DECIDE WHERE YOU WANT TO GO. YOU HAVE EARNED COLLEGE CREDIT FOR YOUR COURSE WORK HERE AT THE TOOL AND DIE INSTITUTE. THIS CREDIT WILL BE ACCEPTED BY TWO LOCAL COMMUNITY COLLEGES SO THAT YOU CAN CONTINUE YOUR STUDIES AND EARN AN ASSOCIATE DEGREE IN YOUR CHOSEN FIELD! DON'T EVER STOP SEARCHING FOR KNOWLEDGE OR STRIVING TO BE THE BEST. TODAY, MORE THAN EVER BEFORE, LIFE LONG EDUCATION IS A MUST!

THE NATIONAL COMMISSION ON EXCELLENCE IN EDUCATION REPORT, "A NATION AT RISK," INDICATED THAT EDUCATION IS EXPERIENCING A PERFORMANCE LAG AT A TIME WHEN TECHNOLOGY IS CHANGING THE FACE OF AMERICAN LIFE, INCLUDING THE WORLD OF WORK. IN ANSWER TO THIS REPORT WE HAVE SEEN AN EMPHASIS ON THE "NEW BASICS" AT THE HIGH SCHOOL LEVEL. BUT AT THE SAME TIME, THE IMPORTANCE OF VOCATIONAL EDUCATION HAS NOT BEEN DIMINISHED. PRESIDENT REAGAN MADE THE ADMINISTRATION'S POSITION CLEAR IN THIS REGARD WHEN, IN HIS ADDRESS AT THE VOCATIONAL INDUSTRIAL CLUBS OF AMERICA'S NATIONAL SKILL OLYMPICS AT LOUISVILLE, KENTUCKY IN JUNE 1983 HE SAID:

> "AMERICA'S TRADESMEN AND WOMEN ARE THE PISTONS THAT DRIVE THE ENGINE OF OUR ECONOMY. THIS COUNTRY WAS BUILT WITH THE SWEAT AND DETERMINATION OF HARD-WORKING MEN AND WOMEN WHO, LIKE MANY OF YOU, LOVED TO WORK WITH THEIR HANDS AS WELL AS THEIR MINDS.... OUR DRIVE FOR EXCEL-

SUBJECT. WE SHOULD SEE THAT ALL OUR YOUNG PEOPLE GET A GOOD GROUNDING IN ENGLISH AND LITERATURE, HISTORY, MATH, SCIENCE, AND THE OTHER BASICS. BUT WE MUST ALSO RECOGNIZE THAT OUR VOCATIONAL CLASSROOMS ARE JUST AS IMPORTANT AS ANY OTHER. AND WE SHOULD INSIST THAT THE VOCATIONAL COURSES WE TEACH PREPARE THIS GENERATION WITH THE SKILLS THEY NEED FOR REAL JOBS."

VOCATIONAL EDUCATION, IN CONJUNCTION WITH BUSINESS AND INDUSTRY, HAS BECOME A KEY CONCEPT OF THE 1980'S. VOCATIONAL EDUCATION IS AN IMPORTANT PART OF THE TOTAL ECONOMIC DEVELOPMENT SCHEME OF THIS NATION. NOW, MORE THAN EVER, IT IS ESPECIALLY IMPORTANT THAT VOCATIONAL EDUCATION AND THE PRIVATE SECTOR WORK TOGETHER TO FACE THE COMPETITIVE CHALLENGES OF THE NATIONAL AND INTERNATIONAL MARKETPLACES AND PROVIDE THE TRAINING NECESSARY TO MAINTAIN OUR NATION'S PRODUCTIVITY.

TODAY, VOCATIONAL EDUCATION IS AN ENTERPRISE WHICH INCLUDES MORE THAN 19,000 INSTITUTIONS AND SERVES MORE THAN 17 MILLION OF THIS NATION'S YOUTH AND ADULTS -- INCLUDING 186,000 REGISTERED APPRENTICES -- AT A TOTAL ANNUAL INVESTMENT OF APPROXIMATELY $8 BILLION IN LOCAL, STATE AND FEDERAL FUNDS.

FOR CENTURIES, APPRENTICESHIP HAS BEEN, AND WILL CONTINUE TO BE, AN IMPORTANT METHOD OF TRAINING. EMPLOYERS PREFER TO HIRE SOMEONE WHO HAS COMPLETED AN APPRENTICESHIP PROGRAM. STUDIES SHOW THAT APPRENTICES ARE MORE MOTIVATED, LEARN THEIR JOBS FASTER, ATTAIN CRAFTSWORKER STATUS SOONER, AND ARE MORE LIKELY TO BECOME SUPERVISORS THAN WORKERS TRAINED IN OTHER WAYS. GENERALLY, AN APPRENTICESHIP PROGRAM CAN EARN ITS GRADUATES RECOGNITION AS SKILLED WORKERS AND CAN ENSURE THEM GOOD JOBS WITH GOOD PAY.

THIS COUNTRY'S GREATEST ASSET IS THE SKILL AND KNOW-HOW OF ITS PEOPLE. THE FUTURE STRENGTH, DEFENSE AND PROGRESS OF OUR NATION ARE DEPENDENT UPON OUR COMMITMENT TO PRESERVING THIS ASSET BY DEVELOPING THE SKILLS AND KNOWLEDGE OF OUR WORK FORCE. IF WE ARE TO MEET THE CHALLENGE OF INCREASING THE SKILLS AND PRODUCTIVITY OF AMERICA'S WORK FORCE, WE MUST PROMOTE AND DEVELOP THE PRIVATE SECTOR/EDUCATION PARTNERSHIP. THE LINKAGES THAT HAVE BEEN DEVELOPED BETWEEN THE TOOL AND DIE INSTITUTE AND THE VARIOUS INDUSTRIES ARE COMMENDABLE EXAMPLES OF COMBINING ON-THE-JOB TRAINING AND CLASSROOM STUDIES. THESE PROGRAMS HAVE PRODUCED PEOPLE WHO ARE WELL-ROUNDED, QUALIFIED, AND HAVE BEEN TRAINED IN THEORY AS WELL AS IN PRACTICE.

I WOULD LIKE TO REFER FOR A MOMENT TO THE NEW FEDERAL VOCATIONAL EDUCATION LEGISLATION, THE CARL D. PERKINS VOCATIONAL EDUCATION ACT OF 1984. THIS ACT HOLDS A TREMENDOUS AMOUNT OF PROMISE FOR APPRENTICESHIP AND VOCATIONAL EDUCATION LINKAGES AND COLLABORATION.

THE MOST SIGNIFICANT ASPECT OF THE CARL D. PERKINS VOCATIONAL EDUCATION ACT AFFECTING APPRENTICESHIP IS THE REQUIREMENT THAT WITHIN ONE YEAR AFTER PASSAGE OF THE ACT THE DEPARTMENTS OF EDUCATION AND LABOR DEVELOP AND IMPLEMENT AN INTER-AGENCY AGREEMENT REGARDING THE COORDINATION OF APPRENTICESHIP TRAINING AND VOCATIONAL EDUCATION ACTIVITIES. TO ADDRESS THIS MANDATE, I HAVE ESTABLISHED A STEERING COMMITTEE TO WORK WITH THE DEPARTMENT OF LABOR ON THE DEVELOPMENT AND IMPLEMENTATION OF SUCH AN AGREEMENT.

YOU AS SKILLED WORKERS WILL CONTRIBUTE TO A POWERFUL WORK FORCE THAT WILL STRENGTHEN OUR NATION'S DEFENSE CAPABILITY. IN RECOGNIZING THE IMPORTANCE

OF TRAINING MORE PEOPLE LIKE YOU, THE DEPARTMENT OF EDUCATION HAS DEVELOPED COLLABORATIVE LINKAGES WITH THE DEPARTMENT OF DEFENSE TO ASSURE THAT OUR CIVILIAN LABOR FORCE HAS THE SKILLS NEEDED BY DEFENSE-RELATED INDUSTRIES. ALSO, WE HAVE TO MAINTAIN A CLOSE WORKING RELATIONSHIP WITH THE DEFENSE INDUSTRIAL BASE, THE ACTIVE MILITARY, AND THE RESERVE FORCES SO THAT WE CAN PROVIDE THE TYPE OF TRAINING NECESSARY TO MEET THE DEFENSE NEEDS OF OUR COUNTRY. THE JOINT COMMITTEE ON EDUCATION AND TRAINING FOR NATIONAL SECURITY, CO-CHAIRED BY MYSELF AND THE ASSISTANT SECRETARY FOR MANPOWER, RESERVE AFFAIRS AND LOGISTICS, U.S. DEPARTMENT OF DEFENSE, IS MAKING MAJOR CONTRIBUTIONS TO THIS EFFORT, BUT MUCH MORE NEEDS TO BE DONE.

IN FEBRUARY 1983, THE TASK FORCE ON SKILLED TRADE SHORTAGES, A COALITION OF TRADE ORGANIZATIONS OF WHICH THE TOOL AND DIE INSTITUTE IS A MEMBER, MET IN WASHINGTON, D.C. TO DISCUSS A STUDY BY LOU HARRIS ASSOCIATES WHICH PROJECTED A SHORTAGE OF 238,000 SKILLED WORKERS IN THE METALWORKING FIELD OVER THE NEXT FIVE YEARS. THE FOLLOWING MONTH, MY SENIOR STAFF AND I MET WITH MR. PETER WRENN, CHAIRMAN, AND SELECTED MEMBERS OF THE TASK FORCE. (INCIDENTALLY, WE ARE PLEASED THAT PETER WAS APPOINTED TO THE NATIONAL COUNCIL ON VOCATIONAL EDUCATION BY PRESIDENT REAGAN.) THE RESULT OF THIS MEETING WAS THE THE PRECISION METALWORKING SKILLS PROJECT, FUNDED BY MY OFFICE AND CONDUCTED BY THE NATIONAL CENTER FOR RESEARCH IN VOCATIONAL EDUCATION AT OHIO STATE UNIVERSITY .THE OVERALL PURPOSE OF THIS EFFORT WAS TO ENHANCE THE SKILLS AND QUALIFICATIONS OF PEOPLE ENTERING SKILLED TRADES IN THE PRECISION METALWORKING AREA AND TO ENCOURAGE YOUNG PEOPLE TO CONSIDER THIS FIELD AS A CAREER.

IN PHASE ONE, THE PROJECT USED THE "DEVELOPING A CURRICULUM" PROCESS,

COMMONLY REFERRED TO AS THE DACUM PROCESS. USING THIS PROCESS, THE MOST HIGHLY SKILLED WORKERS DESCRIBE WHAT THEY DO AND HOW THEY DO IT, IN THE LANGUAGE OF THE OCCUPATION. THE PROJECT IDENTIFIED PERFORMANCE REQUIREMENTS COMMON TO SIX JOB CATEGORIES: TOOL MAKER, DIE MAKER, MOLD MAKER, SCREW MACHINE SET-UP PERSON, PRECISION SHEETMETAL FABRICATOR, AND PRECISION MACHINE BUILDER-ASSEMBLER.

THE PROJECT ALSO IDENTIFIED COMMON CORE TASK COMPETENCIES IN THE AREAS OF JOB PLANNING, JOB MANAGEMENT, PART LAYOUT/TOOLING, MACHINE SET-UP AND PART EXECUTION, PART MEASUREMENT, SAFETY HABITS, PROFESSIONAL DEVELOPMENT, MAINTENANCE AND REPAIR, AND MATH. THE SECOND AND FINAL PHASE OF THE PROJECT, YET TO BE COMPLETED, INVOLVES CONDUCTING DISSEMINATION WORKSHOPS WHICH WILL PROVIDE BOTH INDUSTRIAL TRAINERS AND VOCATIONAL EDUCATORS WITH INFORMATION ABOUT THE PROJECT AND ITS OUTCOMES.

ONE OF THE GREATEST CHALLENGES FACING OUR SOCIETY TODAY IS KEEPING UP WITH CHANGING TECHNOLOGIES. IT IS ESTIMATED THAT AT LEAST ONE IN EVERY EIGHT WORKERS IN THE U.S. IS USING COMPUTERS! THE EFFECTS OF THIS NEW TECHNOLOGY ARE FAR REACHING AND WILL HAVE EVEN MORE IMPACT ON THE FUTURE!

THE METALWORKING, AUTO, AND AEROSPACE INDUSTRIES ARE GOOD EXAMPLES OF INDUSTRIES USING NEW TECHNOLOGIES SUCH AS ROBOTS, MICROCHIPS, AND OPTICAL SCANNERS. OTHER FORMS OF SOPHISTICATED AUTOMATION ARE REVOLUTIONIZING THE WAY COMPANIES PRODUCE GOODS, AND THE WAY PEOPLE WORK. ALL AIM FOR IMPROVING PRODUCT QUALITY AND MEETING FOREIGN COMPETITION.

THE BENEFITS FROM NEW TECHNOLOGIES WILL NOT ONLY ENABLE MANY COMPANIES TO

INCREASE SALES, BUT WILL ALSO HAVE A PROFOUND EFFECT ON EDUCATION. AS THE RATE OF TECHNOLOGICAL CHANGE INCREASES, PRESSURES ON VOCATIONAL EDUCATION TO MODERNIZE INCREASE, PARTICULARLY IN TERMS OF CONTENT AND STRUCTURE. WE ARE FACED WITH A NEED FOR TRAINING AND RETRAINING PROGRAMS TO MEET AN EVER-INCREASING LEVEL OF REQUIRED NEW SKILLS.

VOCATIONAL EDUCATION IS CONTINUALLY STRIVING TO IMPROVE THE QUALITY OF PROGRAMS OFFERED SO THAT IT CAN KEEP PACE WITH TECHNOLOGICAL CHANGES. DURING THE PAST FEW YEARS, A NUMBER OF PROGRAMS HAVE GAINED NATIONAL RECOGNITION THROUGH THE DEPARTMENT OF EDUCATION'S SECRETARY'S AWARDS FOR OUTSTANDING VOCATIONAL EDUCATION PROGRAMS. SEVERAL AWARD WINNING PROGRAMS ARE IN THE MANUFACTURING AREA: THE MACHINE TOOL APPRENTICESHIP PROGRAM IN PORTLAND, MAINE; ELECTRONICS TECHNOLOGY, POCATELLO, IDAHO; LASER TECHNICIAN, WAUSAU, WISCONSIN; DRAFTING AND DESIGN TECHNOLOGY, NICEVILLE, FLORIDA; AND THE COMPUTER AIDED DESIGN/COMPUTER AIDED MANUFACTURING (CAD/CAM) PROGRAM IN ELGIN, ILLINOIS.

THE AUTOMATED MANUFACTURING RESEARCH FACILITY AT THE NATIONAL BUREAU OF STANDARDS IS A PRIME EXAMPLE OF KEEPING UP WITH THE CHANGES IN TECHNOLOGY. THIS UNIQUE FACILITY, BEGUN IN 1981 AND PLANNED TO BE FULLY OPERATIONAL BY 1986, IS DESIGNED TO HELP INDUSTRY AND GOVERNMENT COPE WITH REVOLUTIONARY CHANGES IN MANUFACTURING TECHNOLOGY. IT IS A USER-FACILITY RESEARCH PROTOTYPE OF THE FULLY AUTOMATED "FACTORY OF THE FUTURE." ITS PURPOSE IS TO ADAPT LARGE SCALE AUTOMATION TECHNOLOGIES TO THE NEEDS OF SMALL COMPANIES. EVEN WHILE STILL BEING BUILT, THE FACILITY HAS BECOME THE FOCAL POINT FOR JOINT RESEARCH EFFORTS CONCERNING VARIOUS PROBLEMS THAT ARE EXPECTED TO ARISE AS AUTOMATED MANUFACTURING BECOMES WIDELY ADOPTED. MANY INDUSTRIAL

FIRMS AND SEVERAL UNIVERSITIES WILL BE INVOLVED IN THESE EFFORTS. THE NATIONAL BUREAU OF STANDARDS FACILITY ILLUSTRATES HOW RESEARCHERS FROM INDUSTRY, GOVERNMENT, AND ACADEMIA CAN WORK TOGETHER IN DETERMINING WAYS TO IMPROVE THE USE OF AUTOMATED TECHNOLOGY.

TODAY, WE FIND OUR ABILITY TO COMPETE SERIOUSLY CHALLENGED BY COUNTRIES SUCH AS JAPAN AND WEST GERMANY. THE JAPANESE AND THE EUROPEANS ALREADY HAVE CAPTURED MAJOR SHARES IN MARKETS LONG CONSIDERED MAINSTAYS OF THE U.S. ECONOMY -- MARKETS SUCH AS STEEL, MACHINE TOOLS, AND OF COURSE, THE AUTOMOBILE. NOW THE JAPANESE AND EUROPEANS ARE WINNING MAJOR SHARES OF THE WORLD MARKET IN THE HIGH-TECHNOLOGY AND SERVICE INDUSTRIES. WE MUST PRESERVE OUR ABILITY TO COMPETE. WE MUST MEET THIS CHALLENGE. WE MUST DO WHATEVER IS NECESSARY TO MAINTAIN OUR INTERNATIONAL INDUSTRIAL COMPETITIVENESS!!

WE HAVE SEEN MUCH IN THE NEWS RECENTLY ABOUT MEETINGS BETWEEN SECRETARY OF STATE GEORGE SHULTZ AND THE JAPANESE FOREIGN MINISTER AIMED AT FURTHER OPENING JAPAN'S MARKETS TO U.S. PRODUCTS AND ACHIEVING LIBERALIZED TRADE AND TARIFF REDUCTIONS IN AN EFFORT TO SOLVE THE TRADE DEFICIT PROBLEM.

THE BUSINESS-HIGHER EDUCATION FORUM, COMPRISED OF REPRESENTATIVES OF AMERICAN BUSINESS AND ACADEMIC COMMUNITIES, STATED IN ITS REPORT TO THE PRESIDENT,

> "A NATION'S ABILITY TO COMPETE IS BUILT ON THREE PRIMARY, INTERACTIVE AND INTERDEPENDENT ELEMENTS: CAPITAL INVESTMENT; TECHNICAL INNOVATION, RANGING FROM BASIC RESEARCH TO THE COMMERCIALIZATION OF NEW PRODUCTS

AND PROCESSES; AND DEVELOPMENT OF HUMAN RESOURCES."

THE FORUM CITED HUMAN RESOURCES AS THE ESSENTIAL INGREDIENT IN THE PROCESS OF TECHNOLOGICAL INNOVATION AND ECONOMIC COMPETITIVENESS. HERE I WOULD LIKE TO ADD THAT INDUSTRY AND EDUCATION MUST SHARE THE BASIC RESPONSIBILITY FOR INSURING THE DEVELOPMENT OF OUR HUMAN RESOURCES BY INSURING THE AVAILABILITY OF EDUCATION AND TRAINING NEEDED FOR A HIGHLY EDUCATED AND SKILLED WORK FORCE.

IN CLOSING, I WOULD LIKE TO LEAVE YOU WITH ONE MORE THOUGHT. IN TODAY'S HIGHLY TECHNICAL WORLD, WHETHER IN INDUSTRY, COMMERCE, OR PUBLIC SERVICE, APPRENTICESHIP IS STILL CONSIDERED ONE OF THE BEST WAYS TO GAIN THE OCCUPATIONAL SKILLS REQUIRED IN AN EVER-INCREASING NUMBER OF CAREER FIELDS. YOU ARE FORTUNATE ENOUGH TO HAVE ACQUIRED THESE SKILLS. THE OPPORTUNITIES ARE MANY. THE REST IS UP TO YOU.

AGAIN, MY SINCERE CONGRATULATIONS AND BEST WISHES. MAY GOD BLESS ALL OF YOU!